

The employee survey is going national this year.

BPA's survey will be conducted this summer by the Great Place to Work Institute. BPA will then be able to compare itself to a national data base of companies that are recognized as being great places to work.

Workers in the field will get a paper survey in early June. An e-mail version will go to all other employees on June 14. All responses are due back on June 28.

The institute will analyze the survey and present its findings to BPA's executive board on Aug. 30. On Aug. 31, the results will be presented at a meeting for all employees.

This year's survey will have some questions from earlier surveys so the results this year can be compared to those of previous years. But the 2000 survey will also contain questions from the Great Place to Work Institute's Trust Index.

Carole Bradford of Strategic Planning says the Trust Index offers BPA advantages over the agency's "homemade" employee survey. "The Trust Index makes it possible for us to compare ourselves to the best private-sector companies," she says. "But it also gives us a way to receive the insights of a nationally respected company that has been tracking excellent businesses for decades. This is a brave move on BPA's part, but one that will provide great information."

## Ward serves on board

Chief substation operator Billy Ward at The Dalles now serves on the Oregon Workforce Investment Board. Gov. John Kitzhaber appointed Ward to the board last fall and the state Senate later confirmed his appointment.

The 30-member board is a new state body that implements the federal Workforce Investment Act of 1998. The board handles workforce issues for the future and will make recommendations for Oregon to the governor.

The new board replaced the Oregon Workforce Advisory Committee that was an advisory body in the state before the federal act was passed.

Membership on the new board includes members of the legislature and a majority of people from the business sector. It has members from urban and rural areas.

BPA's Ward has been active in local government in The Dalles and in civic activities for years. ◀

## Circuit

Editor: Jack Odgaard

**Writers/Researchers:** Linda Anderson, Ed Mosey, Jim Pachot (ret.), Susan Riffel, Lily Sorenson (ret.), Kyra Stewart, Ian Templeton, Pat Zimmer

**Photographers:** Keith Lawson, Jack Odgaard, Mary Thiede

**Associate Editors:** Lynn Baker, Nicia Balla, Paul Hansen, Katie Leonard, Judy McElhaney, Carlene Stenehjelm, Ian Templeton, Sheryl Welch, Pat Zimmer

BPA Circuit  
Bonneville Power Administration  
Communications - KCC-7  
P.O. Box 3621  
Portland, OR 97208-3621  
(503) 230-7306

Or send an e-mail to Jack Odgaard  
Internet address: [jeodgaard@bpa.gov](mailto:jeodgaard@bpa.gov)  
or [circuit@bpa.gov](mailto:circuit@bpa.gov)

Visit BPA's Web site: <http://www.bpa.gov> and the *Circuit* at <http://www.bpa.gov/corporate/kcc/circuit/ci2x.shtml>

Don't break the chain! Please recycle the *Circuit* with other white paper after you read it.



The survey will allow BPA to see how it stacks up alongside the 100 best companies. And the analysis will include recommendations for specific management actions to improve the agency's performance.

Employees may have heard of the Great Place to Work Institute and Robert Levering, its leader. Levering is author or co-author of some best selling books on business. Recent ones are *The 100 Best Companies to Work for in America* and *A Great Place to Work*. He is also co-author of *Fortune*

magazine's annual January feature on the 100 best companies to work for.

According to Bradford, "Levering is excited to work with us. The institute takes only one new client a year and we

are it this year." She says the institute has never before worked with a government agency. "Levering and others are very interested to see how BPA,

which they view as being a very good government agency, compares with private-sector firms," she says.

Levering and a colleague, John Bouffard, gave a presentation at last October's quarterly managers' meeting and met with the executive board afterwards. Levering affirmed BPA's seven vision elements for a high performing organization but said that the agency needs to emphasize being great in one or two of them while being good in the rest.

A lot of the writing about great places to work features such things as pay, benefits and great physical facilities. But those aren't what Levering uses to define a great place to work. He says, "A great place to work is one where you trust the people you work for, have pride in what you do, and enjoy the people you work with."

And those are the qualities that will be tracked in the employee survey. ◀

**Ian Templeton is a writer in the communications group**



Messianic dancers performed at headquarters on April 4 for the kickoff of Christian Values Month. Employees and family members danced steps that combine Hassidic, Israeli and other traditional folk dance steps. BPA's Christian Values Resources Group sponsored events during the month.

Photo by Jack Odgaard

## How's the *Circuit* doing?

Got a gripe, something you like or a story idea? Call or send an e-mail to let us know.

The *Circuit* is one of the few publications BPA still prints. We also post it on the Web. Just as with our computer publications, we want to stay current with our readers to best serve them.

With the change to mostly electronic communications, we no longer do formal surveys of readers. Computers make it easy to survey users as they browse or read a Web site. But we don't have that advantage with print publications.

So we want your feedback and input on the *Circuit*. You can help us keep it tuned into our audience. Tell us what you want to read about and what you like to see. We would like your specific input in two areas – content and quality.

For **content**, we'd like to know of any story you particularly enjoy in an issue. And we'd like to know if you don't like an article for any reason. Are there articles so far this year that you'd like to single out? Also let us know if you would like to see certain articles or photos that we don't include or see more of certain coverage. What type of articles do you find most interesting? What type help inform you about BPA and the workplace? What type will you most likely read all the time? And which ones don't interest you and do you not read?

We strive to improve the **quality** of the *Circuit* at all times. That includes writing, editing, photos, art (graphics) and design (layout). So we want to know about articles you find particularly easy to read and understand (plain language). And we want to know of any articles that you find hard to read and/or understand (bureaucratese or jargon). What about the quality of the photos? What about

the appeal and quality of the artwork and graphics?

Finally, we'd like your help in one other area. We welcome your leads or tips for possible articles, photos or coverage. Do you know of a work group that has an interesting project going on? Something that would help other employees learn about and understand BPA's business? Does it have hands-on work that would make good photos? Or could it use interesting graphics to show results, design or other data?

Do you know a person at BPA who has an unusual job or something out of the ordinary that very few people work at? Or what about an unusual assignment, or an innovative team effort or something new that many people outside that group's field would find interesting? What about individuals or groups or crews who help someone else while doing their work?

Do you know BPA people who are involved in civic or community roles? People who hold office, serve in volunteer groups or help in local projects? In short, we'd like to know about anything that BPA folks work on that others would find valuable or interesting. And any civic activity that reflects the quality of BPA people.

We are always looking for new, good and interesting subjects to cover. And we want to continually improve the *Circuit's* quality so that it serves BPA's employees and other readers well. So if anything moves you or troubles you in this edition or any other, please telephone or send an e-mail to let us know?

To paraphrase a familiar quote, the *Circuit* was made for its readers and not readers for the *Circuit*. So we need your help to keep it that way. ◀

— Jack Odgaard, editor